TRENDS IN COLLECTIVE AGREEMENT WAGE RATE CHANGES IN NOVA SCOTIA 1984

Nova Scotia

Department of
Labour and Manpower

Research Division

TRENDS IN COLLECTIVE AGREEMENT SETTLEMENT
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1984

FOREWORD

This report provides a summation of the results of wage negotiations in collective agreement settlements in Nova Scotia for the period January 1, 1984 to December 31, 1984. The information in this report does not list specific occupational or industrial wage rates, but utilizes summary figures to indicate the general direction of wage developments. The data presented herein is based on 246 collective agreements representing some 14,577 employees. A separate report, "Trends in Collective Bargaining Settlements in Nova Scotia, 1984" provides further information on these agreements.

The data in this report covers all industrial sectors except Construction. Requests for more specific wage data and for information relating to the Construction sector should be directed to the Research Division.

Research Division
Nova Scotia Department of Labour and Manpower
P. O. Box 697
Halifax, Nova Scotia
B3J 2T8

Tel. 424-4313

April, 1985

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COMMENTS ON TABLE I:

The all-industry average base rate decreased to 5.8 percent during 1984 -- 1.3 percentage points below that recorded in 1983. The Trade sector experienced the largest wage increase of 7.1 percent. The lowest average wage increase of 4.8 percent was recorded in the Mines sector.

Three-year agreements contained, on average, the greatest average annual compound percentage change of 7.1 percent. One-year agreements averaged 6.1 percent whereas two-year collective agreements averaged 5.7 percent.

TABLE I:

AVERAGE ANNUAL COMPOUND PERCENTAGE CHANGE
IN BASE RATES BY CONTRACT DURATION AND INDUSTRY

	One Year Agts		Two Year Agts		Three Year Agts		All Agts	
Manufacturing	6.3	(9.4)	5.7	(7.5)	7.9	(3.6)	6.1	(7.5)
Mines	-	(-)	6.3	(7.2)	1.8	(-)	4.8	(7.2)
Public Administration	5.8	(6.9)	7.2	(10.5)	7.6	(-)	6.9	(7.1)
Service	6.4	(6.5)	5.0	(8.0)	-*	(8.6)	5.3	(6.8)
Trade	0.0	(13.1)	7.5	(6.2)	-	(4.7)	7.1	(7.4)
Transportation, Comm. & Other Utilities	4.8	(5.7)	5.5	(12.0)	-	(-)*	5.2	(8.8)
All-Industry Totals	6.1	(7.0)	5.7	(7.2)	7.1	(4.9)	5.8	(7.1)

* Insufficient data precludes a calculation.

COMMENTS ON TABLE II:

The all-industry average skilled rate decreased to 5.4 percent in 1984. Throughout 1983 the rate averaged 6.5 percent. All sectors with the exception of Public Administration witnessed an average decrease. The decreases ranged from a low of 0.2 percentage points in the Transportation, Communications & Other Utilities sector to a high of 1.6 in Service.

One-year agreements declined an average of 1.0 percentage points, two-year agreements declined by an average of 1.6 percentage points where three-year agreements increased by an average of 1.6 percentage points.

TABLE II:

AVERAGE ANNUAL COMPOUND PERCENTAGE CHANGES IN SKILLED RATES
BY CONTRACT DURATION AND INDUSTRY

	One Year Agts		Two Year Agts		Three Year Agts		All Agts	
Manufacturing	5.3	(7.6)	5.2	(7.3)	6.7	(4.6)	5.4	(7.1)
Mines	-	(-)	4.5	(6.2)	5.2	(-)	4.7	(6.2)
Public Administration	5.6	(6.0)	7.1	(10.5)	8.1	(-)	6.9	(6.2)
Service	5.5	(6.4)	4.7	(6.9)	-*	(8.0)	4.9	(6.5)
Trade	-*	(11.1)	5.5	(6.0)	-	(4.6)	5.5	(6.8)
Transportation, Comm. & Other Utilities	5.8	(5.5)	4.9	(5.7)	-	-*	5.4	(5.6)
All-Industry Totals	5.5	(6.5)	5.2	(6.8)	7.2	(5.6)	5.4	(6.5)

* Insufficient data precludes a calculation.

COMMENTS ON TABLE III:

Contract bargaining at the Direct Bargaining stage generated average settlements of 5.9 percent while Conciliation averaged 5.4 percent.

The largest average wage increase was settled by Post Conciliation Bargaining (P.C.R.) in the Public Administration sector; the smallest, settled by Conciliation in the Mines sector.

TABLE III:

AVERAGE ANNUAL COMPOUND PERCENTAGE CHANGES IN BASE RATES
BY SETTLEMENT STAGE AND INDUSTRY

INDUSTRY	Direct Bargaining	Conciliation	Conciliation Board	Post Conciliation Bargaining (P.C.E.)	Post Conciliation Bargaining (W.S.)	Industrial Inquiry Commission	Mediation	TOTAL
Manufacturing	5.9 (7.3)	5.9 (7.6)	- (-)	7.2 (6.7)	7.6 (9.0)	- (-)	- (-)	6.1 (7.4)
Mines	7.5 (-)	3.4 (7.0)	- (-)	- (7.3)	- (-)	- (-)	- (-)	4.8 (7.2)
Public Administration	7.2 (7.3)	5.4 (6.0)	5.8 (-)	8.2 (-)	7.1 (-)	- (-)	- (-)	6.9 (7.1)
Service	5.3 (6.3)	5.4 (8.2)	- (-)	5.6 (21.7)	- (-)	- (-)	- (-)	5.3 (6.8)
Trade	7.9 (5.7)	6.1 (8.6)	- (-)	5.8 (9.5)	- (10.2)	- (-)	- (-)	7.1 (7.4)
Transportation, Communication & Other Utilities	6.0 (6.6)	4.4 (4.1)	- (-)	4.9 (8.1)	- (-)	- (-)	- (-)	5.2 (5.8)
All-Industry Totals	5.9 (6.6)	5.4 (7.5)	5.8 (-)	6.6 (9.6)	7.4 (9.3)	- (-)	- (-)	5.8 (7.0)

COMMENTS ON TABLE IV:

The largest average wage gain in one-year agreements was obtained in the Service sector, 6.4 percent; and the lowest in Trade, 0.0 percent (based on one agreement only). Two-year agreements recorded higher wage increases in the first twelve months in all but one sector -- Public Administration.

TABLE VI:

AVERAGE ANNUAL PERCENTAGE CHANGES IN BASE RATES
BY EFFECTIVE PERIOD OF INCREASE AND DURATION OF AGREEMENT

	Duration	First 12 Months		Second 12 Months		Third 12 Months	
Manufacturing	One Year Agts	6.3	(9.4)				
	Two Year Agts	5.5	(7.7)	5.1	(6.7)		
	Three Year Agts	6.3	(2.9)	6.4	(6.4)	7.7	(4.1)
Mines	One Year Agts	-	(-)				
	Two Year Agts	7.0	(8.1)	5.4	(6.2)		
	Three Year Agts	5.6	(-)	0.0	(-)	0.0	(-)
Public Administration	One Year Agts	5.8	(6.9)				
	Two Year Agts	6.6	(9.9)	7.1	(8.0)		
	Three Year Agts	6.4	(-)	6.4	(-)	7.8	(-)
Service	One Year Agts	6.4	(6.5)				
	Two Year Agts	5.3	(9.1)	4.6	(5.8)		
	Three Year Agts	-*	(9.7)	-*	(7.4)	-*	(6.9)
Trade	One Year Agts	0.0	(13.1)				
	Two Year Agts	8.9	(7.4)	6.5	(5.6)		
	Three Year Agts	-	(5.3)	-	(4.4)	-	(5.8)
Transportation, Communication & Other Utilities	One Year Agts	4.8	(5.7)				
	Two Year Agts	6.0	(5.0)	5.1	(5.6)		
	Three Year Agts	-	(-)	-	(-)	-	(-)

* Insufficient data precludes a calculation.

TECHNICAL NOTES

Since the intended purpose of a settlement reporting system is to collate and expose information pertinent to collective bargaining, efforts will be directed at achieving a universal coverage of all settlements falling within the terms of reference of the Trade Union Act.

As the reports will be available on a monthly basis, the receipt of settlement data by a pre-determined date will unavoidably omit a certain number of settlements which occur during a particular reference period. However, information on these settlements will be published in following summaries as the data becomes available.

In the contract settlement reporting system the multiplicity of collective agreement provisions creates a situation where it becomes necessary to report information on only a selected number of the total contract provisions available. As a consequence, information on collective agreement settlements pertains to the major provisions or those items receiving greater emphasis and attention in current negotiations. Data on each settlement not only covers the more important provision in new collective agreements, but also includes the previously existant provision in brackets.

With considerable weight being placed on monetary issues in current negotiations, data showing increments in the base rate and skilled rate will be published. The base rate is defined as the lowest wage paid to a full-time employee in the bargaining unit. This rate excludes those employees on probation or part-time.

When the information is readily available, wage rates for skilled employees will also be included. The skilled rate generally refers to the highest paid employee in the collective agreement. The two rates of pay will enable the user to calculate wage increases for different classes of employees to determine an approximate average percentage increase in the contracts.

TECHNICAL NOTES (CONT'D)

In the classification of collective agreement settlements by stage, the following definitions have been applied:

DIRECT BARGAINING - parties to a collective agreement after a notice by either party to commence negotiations of an existing or new contract, proceed to conclude a new settlement at the bilateral level.

CONCILIATION - parties request the assistance of a conciliation officer in contract negotiations. Mediation frequently is used in the same context, but its application is more prevalent to disputes which occur while contract are in effect.

CONCILIATION BOARD - formal intervention of a three-man conciliation board at the request of the respective parties.

POST CONCILIATION BARGAINING - (P.C.R.) - a collective agreement settlement reached after a conciliation officer or conciliation board has submitted a conciliation report to the Minister of Labour and Manpower prior to a legal workstoppage.

POST CONCILIATION BARGAINING - (W.S.) - settlements attained via the services of a conciliation officer during a legal workstoppage.

INDUSTRIAL INQUIRY COMMISSION - the establishment of a special inquiry, by the Minister of Labour and Manpower into industrial disputes as circumstances warrant.

The data produced in this publication, both settlements and workstoppages, refers to collective bargaining developments covered directly by the Trade Union Act of Nova Scotia. As such, references in this publication specifically omit information on collective bargaining that would pertain to the jurisdiction of the Federal Government.